# REPORT
# ON
# SALARIES OF ADMINISTRATIVE FACULTY
# IN NURSING,
# EXCLUDING DEANS

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# Excluding Deans

# 1983 - 1984

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# INTRODUCTION

## Summary

This report on the salaries of 506 administrative faculty other than deans in baccalaureate and graduate programs in nursing is the third in AACN'S 1983-84 salary series. It follows the publication of Nursing Faculty Salaries in January 1984 and Salaries of Nursing Deans in February 1984. Salaries which are presented in all three reports represent the fall of 1983. The above reports containing faculty and deans' salaries constitute a sixth annual review which the American Association of Colleges of Nursing initiated in 1978-79. Although opportunity was provided for salaries of "other administrative faculty" to be identified in the 1978-79 survey, the size of the response and lack of precision in data did not make analysis or publication feasible. Thus, this is the fifth report on Salaries of Administrative Faculty in Nursing Excluding Deans. A map showing geographic regions is presented on page 19, followed by a list of schools which supplied data for this report beginning on page 20.

# METHOD

## Data Collection

A common Institutional Data form provided a framework for classification and presentation of salary data for all three reports. Thus, it was possible to examine the following as determinants of administrative salaries: the support category of the parent institution, title of the administrative position, geographic region, size of total faculty, educational preparation and academic rank of the administrative faculty. The reverse side of the dean's questionnaire was utilized for listing titles, salaries and related information on the administrative group (see page 18).

Since 1980-81, the faculty salary questionnaires have included a "salary basis" column for each individual. This addition was of particular value to the classification of administrative faculty, who frequently serve on a calendar year basis while other faculty have academic year appointments. Instructions on the salary questionnaires stressed that administrative faculty must be identified and classified similarly on the all-school faculty list and on the special administrative faculty list. Although considerable improvement was noted in 1983-84, following the above instructions apparently still is a problem for some schools.

The editing process last year identified another problem in that a small number of administrators who were listed did not have faculty rank. Telephone follow-up to schools verified that certain administrative personnel, for example some who were responsible for continuing education programs or assistants to the

dean, were not eligible for rank in line with institutional policy. Since these individuals, strictly speaking, were not administrative faculty, they were excluded from the report. Assistant administrators who served the dean's office but were not nurses also have been excluded.

Participating Schools

For the fourth year approximately one-half (52 percent) of the 312 schools which supplied data for the Report on Nursing Faculty Salaries are represented in this report. As would be expected, the majority of participants are the larger schools which have a number of administrative nursing faculty in addition to the dean. However, review of the list of institutions represented in this report (beginning page 20), indicates that some smaller schools, perhaps with only one assistant dean, also participated.

Titles

As in the case of the Report on Salaries of Nursing Deans, this report uses the term dean in a generic sense to identify the chief executive officer in a school or college of nursing. In line with action voted by AACN membership during 1980-1981, the term chairperson has been replaced by chairman. As in former years, administrators who carry a title in this general category are identified only as chair in tables in Group 1.

The wide variety of titles of administrative faculty has constituted a problem in analysis and presentation of data. The eight categories under which the titles were classified for presenting comparable salary data necessitated a special internal review to establish "equivalents." For example, in schools where the chief executive officer had the title of dean, directors or chairmen were "administrative personnel." However, when the title of director identified the chief executive officer in nursing, an assistant director had to be equated with an assistant dean! The same internal review applied to data from schools where the chief executive officer had the title of chair or chairman. It was obvious that the same titles were used to describe different responsibilities in different schools. In some instances phone calls to schools were necessary in order to classify administrative faculty accurately.

In addition to the seven main titles under which salary data for administrative faculty are presented, it seemed necessary to utilize "other" for a smaller diversified group. Examples were: clinical chief, R.N. advisor, educational planner, and clinical nurse facilitator. In reviewing the questionnaire prior to this and earlier surveys, some thought was given to providing a fixed group of titles with directions to assign positions to the most appropriate category. However, it seemed likely that schools

might tend to create their own "other" categories thus adding to confusion rather than increasing specificity in the total report. The title "associate dean and assistant vice-president", while coded in the first category this year, suggests that certain deans and other administrative personnel may deserve a separate designation in line with responsibilities.

Acting or Interim Personnel

All positions which identified the title as acting were eliminated from processing and do not appear in this report. In line with thinking followed in the case of acting or interim deans, such personnel were regarded as serving in a temporary capacity; salaries therefore were assumed not to be typical of the administrative positions involved.

Salary Basis

To facilitate the reader's use of the information, all of the salary tables in this report are presented on both an academic and calendar year basis. The preparation of the two sets of salary tables involved conversion of final salary data from each school, whether on an academic or calendar year basis, to the other base. Thus, for tables based on the academic year, calendar year salaries were adjusted by multiplying by nine-elevenths, while academic year salaries were included without change. The series of tables representing calendar year salaries were created by multiplying academic year salaries by eleven-ninths, while including the calendar year salaries without change. The two sets of tables include the same schools and the same faculty; they differ only by these conversion factors.

Computer Processing

All data from the administrative salary questionnaire, after the editing and proofing described above, were key-punched and entered into the computer system for processing, identifying each school by an AACN code number. The file was then linked with institutional data in the AACN Data Bank, so that data for each institution and its administrative faculty were available together for processing. In this way, the basis adjustments for calendar year and academic year could be carried out by the computer, and selection by school characteristics could also be automatically performed. Statistical analysis and table preparation were done by computer programs as well. Unlike AACN's other salary reports, tables in this report are presented in parallel fashion on facing pages with (a) representing academic year salaries and (b) representing calendar year salaries.

## Percentile Analysis

The format for a first group of tables is similar to those presented in the Report on Salaries of Nursing Deans. Specifically, where there are a sufficient number of administrative faculty in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10%, 25%, 50%, 75% and 90% of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven; the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

Following the above, a second group of tables are presented which utilize the matrix format from the Report on Nursing Faculty Salaries (pages 15-16). A key to these tables is on page 17.

## RESULTS AND DISCUSSION

The tables which follow are of two types. Group 1, utilizing a percentile format, presents salaries for eight administrative faculty titles. In addition to All-School data, salary tables for administrative faculty are presented by regions, institutional control, and size of nursing faculty. Separate tables (12a and 12b) show the titles and salaries of continuing education faculty.

Group 2 presents a small group of matrix tables of the type utilized in the Report on Nursing Faculty Salaries. These include a breakdown of administrative faculty by degree level, academic rank, the number of individuals in each category, salaries at the 25th, 50th, and 75th percentiles and the mean. This format was utilized for All-School tables showing salaries for four categories: associate deans, assistant deans, chairmen and directors. It also should be noted that Group 2 tables include salaries for only the three highest academic ranks: professor, associate professor, and assistant professor. As in Group 1, dual presentations for academic and calendar year salaries follow one another.

Discussion of the data on administrative faculty salaries will be limited to some general comments. For the first time, this year the title of director was more prominent than assistant dean - 122 to 116. All-School tables (1a and 1b) also show an increase in associate deans, 102 as compared to 95 in 1982-83. One could conjecture that the prominence of one title or another bears a relationship to the size of the school; however, the system of titles used in a college or university also could be responsible. Tables 6a-b, 7a-b, 8a-b showed 50th percentile salaries in some categories in private secular institutions to be slightly ahead of the public sector with private religious schools considerably lower. With the exception of Table 9a-b, 50th percentile salaries in the group of tables dealing with faculty size (9a-b, 10a-b, 11a-b) provide evidence that salaries increase with size of faculty. Also of interest is the fact that the number of faculty (68) represented in Tables 9a-b shows a 42 percent increase over last year. Comparison of 50th percentile salaries in Tables 9a-b and 10a-b would indicate a favorable position for faculty in smaller schools!

In reviewing salaries in relation to titles, the reader is cautioned that variations in salaries may be caused by several factors. For instance, turnover in administrative faculty could result in a newly employed person receiving a lower salary. Conversely, an increase in doctorally prepared administrative faculty could be reflected in higher salaries. Similarly, a detailed comparison with AACN's 1982-83 Salaries of Administrative Faculty in Nursing, Excluding Deans would not be very productive since the list of participating schools as well as administrative faculty could vary considerably.

Tables 12a-b show data for schools reporting an administrative faculty member for continuing education. The number of such faculty reported (40) is higher than in last year's report (33 in 1982-83). It is apparent that over half of the group held the title of director.

## Table 1a

Administrative Faculty Salaries by Title

All Schools - All Regions. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 102 | 29,600 | 31,700 | 34,700 | 39,600 | 44,700 |
| Assistant Dean | 116 | 23,800 | 26,700 | 30,900 | 33,700 | 38,100 |
| Chair | 82 | 23,000 | 25,900 | 30,100 | 34,700 | 39,300 |
| Director | 122 | 22,100 | 25,600 | 29,500 | 33,800 | 39,100 |
| Head | 15 | 21,400 | 25,200 | 27,100 | 34,900 | 39,600 |
| Coordinator | 49 | 16,400 | 20,400 | 25,000 | 28,000 | 33,400 |
| Assistant to | 9 | - | 20,900 | 23,300 | 26,300 | - |
| Other Title | 11 | 17,300 | 23,300 | 26,100 | 28,000 | 43,800 |

## Table 2a

Administrative Faculty Salaries by Title and Region:

North Atlantic States. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 18 | 25,600 | 33,000 | 35,500 | 42,800 | 48,700 |
| Assistant Dean | 17 | 20,300 | 23,800 | 27,200 | 30,800 | 32,800 |
| Chair | 29 | 25,700 | 26,900 | 30,000 | 32,100 | 39,000 |
| Director | 28 | 24,000 | 25,500 | 30,000 | 33,200 | 40,900 |
| Coordinator | 15 | 14,700 | 16,400 | 20,700 | 23,900 | 31,200 |
| Assistant to | 2 | - | - | - | - | - |
| Other Title | 5 | - | 22,100 | 26,600 | 37,800 | - |

## Table 3a

Administrative Faculty Salaries by Title and Region:

Midwestern States. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 28 | 27,300 | 31,100 | 33,400 | 37,900 | 46,400 |
| Assistant Dean | 46 | 24,500 | 27,200 | 30,200 | 33,000 | 37,100 |
| Chair | 20 | 22,800 | 26,500 | 32,400 | 38,000 | 40,800 |
| Director | 30 | 19,500 | 22,800 | 27,900 | 30,500 | 33,000 |
| Head | 7 | - | 27,100 | 34,900 | 39,100 | - |
| Coordinator | 14 | 18,200 | 19,800 | 25,600 | 27,200 | 33,500 |
| Assistant to | 3 | - | - | 26,600 | - | - |
| Other Title | 4 | - | - | 25,600 | - | - |

## Table 1b

Administrative Faculty Salaries by Title

All Schools - All Regions. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 102 | 36,100 | 38,800 | 42,400 | 48,300 | 54,700 |
| Assistant Dean | 116 | 29,100 | 32,700 | 37,800 | 41,200 | 46,600 |
| Chair | 82 | 28,100 | 31,700 | 36,800 | 42,400 | 48,000 |
| Director | 122 | 27,000 | 31,300 | 36,000 | 41,300 | 47,700 |
| Head | 15 | 26,100 | 30,700 | 33,200 | 42,700 | 48,400 |
| Coordinator | 49 | 20,000 | 24,900 | 30,600 | 34,200 | 40,900 |
| Assistant to | 9 | - | 25,600 | 28,500 | 32,200 | - |
| Other Title | 11 | 21,100 | 28,500 | 31,800 | 34,200 | 53,600 |

## Table 2b

Administrative Faculty Salaries by Title and Region:

North Atlantic States. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 18 | 31,300 | 40,300 | 43,400 | 52,300 | 59,500 |
| Assistant Dean | 17 | 24,800 | 29,100 | 33,200 | 37,600 | 40,100 |
| Chair | 29 | 31,400 | 32,800 | 36,700 | 39,300 | 47,700 |
| Director | 28 | 29,400 | 31,200 | 36,700 | 40,600 | 49,900 |
| Coordinator | 15 | 18,000 | 20,000 | 25,300 | 29,200 | 38,200 |
| Assistant to | 2 | - | - | - | - | - |
| Other Title | 5 | - | 27,000 | 32,500 | 46,200 | - |

## Table 3b

Administrative Faculty Salaries by Title and Region:

Midwestern States. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 28 | 33,400 | 38,000 | 40,800 | 46,400 | 56,700 |
| Assistant Dean | 46 | 29,900 | 33,300 | 36,900 | 40,300 | 45,400 |
| Chair | 20 | 27,900 | 32,400 | 39,600 | 46,500 | 49,800 |
| Director | 30 | 23,800 | 27,900 | 34,200 | 37,300 | 40,400 |
| Head | 7 | - | 33,200 | 42,700 | 47,700 | - |
| Coordinator | 14 | 22,300 | 24,200 | 31,200 | 33,300 | 40,900 |
| Assistant to | 3 | - | - | 32,500 | - | - |
| Other Title | 4 | - | - | 31,300 | - | - |

Table 4a

Administrative Faculty Salaries by Title and Region:

Southern States. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 33 | 30,200 | 31,900 | 35,800 | 38,800 | 45,800 |
| Assistant Dean | 44 | 24,500 | 28,100 | 32,100 | 37,200 | 42,700 |
| Chair | 27 | 21,500 | 23,300 | 28,000 | 33,200 | 37,800 |
| Director | 51 | 23,100 | 28,400 | 31,900 | 36,000 | 39,700 |
| Head | 8 | - | 21,800 | 25,200 | 30,700 | - |
| Coordinator | 20 | 16,400 | 23,800 | 27,000 | 30,000 | 34,200 |
| Assistant to | 3 | - | - | 23,300 | - | - |
| Other Title | 2 | - | - | - | - | - |

Table 5a

Administrative Faculty Salaries by Title and Region:

Western States. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 23 | 27,400 | 31,100 | 35,300 | 41,400 | 42,500 |
| Assistant Dean | 9 | - | 28,100 | 30,400 | 32,400 | - |
| Chair | 6 | - | 28,500 | 34,700 | 40,500 | - |
| Director | 13 | 22,400 | 25,200 | 27,200 | 33,100 | 36,100 |
| Assistant to | 1 | - | - | - | - | - |

Table 4b

Administrative Faculty Salaries by Title and Region:

Southern States. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 33 | 37,000 | 39,000 | 43,700 | 47,400 | 56,000 |
| Assistant Dean | 44 | 30,000 | 34,300 | 39,300 | 45,500 | 52,200 |
| Chair | 27 | 26,300 | 28,400 | 34,200 | 40,500 | 46,200 |
| Director | 51 | 28,200 | 34,700 | 39,000 | 44,000 | 48,500 |
| Head | 8 | - | 26,700 | 30,700 | 37,500 | - |
| Coordinator | 20 | 20,000 | 29,100 | 33,000 | 36,600 | 41,800 |
| Assistant to | 3 | - | - | 28,500 | - | - |
| Other Title | 2 | - | - | - | - | - |

Table 5b

Administrative Faculty Salaries by Title and Region:

Western States. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 23 | 33,500 | 38,000 | 43,100 | 50,600 | 51,900 |
| Assistant Dean | 9 | - | 34,300 | 37,100 | 39,700 | - |
| Chair | 6 | - | 34,800 | 42,400 | 49,500 | - |
| Director | 13 | 27,400 | 30,900 | 33,300 | 40,400 | 44,100 |
| Assistant to | 1 | - | - | - | - | - |

## Table 6a

Administrative Faculty Salaries by Title and Institutional Control: Public. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 73 | 27,800 | 31,000 | 34,100 | 39,100 | 43,700 |
| Assistant Dean | 87 | 25,300 | 28,900 | 32,000 | 35,000 | 38,500 |
| Chair | 47 | 22,800 | 24,300 | 29,900 | 34,000 | 38,900 |
| Director | 83 | 23,700 | 27,000 | 30,900 | 35,100 | 39,700 |
| Head | 15 | 21,400 | 25,200 | 27,100 | 34,900 | 39,600 |
| Coordinator | 34 | 19,800 | 21,800 | 26,400 | 28,800 | 32,900 |
| Assistant to | 4 | - | - | 26,300 | - | - |
| Other Title | 2 | - | - | - | - | - |

## Table 7a

Administrative Faculty Salaries by Title and Institutional Control: Private (Secular). Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 19 | 32,900 | 34,800 | 39,100 | 43,600 | 58,100 |
| Assistant Dean | 10 | - | 23,600 | 27,700 | 30,700 | - |
| Chair | 32 | 26,100 | 28,000 | 31,200 | 37,100 | 39,500 |
| Director | 20 | 24,100 | 26,800 | 30,200 | 33,000 | 39,400 |
| Coordinator | 5 | - | 17,900 | 26,600 | 31,000 | - |
| Assistant to | 1 | - | - | - | - | - |
| Other Title | 4 | - | - | 25,700 | - | - |

## Table 8a

Administrative Faculty Salaries by Title and Institutional Control: Private (Religious). Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 10 | - | 31,900 | 32,500 | 34,700 | - |
| Assistant Dean | 19 | 22,000 | 23,800 | 27,200 | 29,000 | 30,400 |
| Chair | 3 | - | - | 22,000 | - | - |
| Director | 19 | 18,100 | 21,200 | 23,500 | 28,200 | 32,000 |
| Coordinator | 10 | - | 16,400 | 19,600 | 26,100 | - |
| Assistant to | 4 | - | - | 21,000 | - | - |
| Other Title | 5 | - | 20,300 | 26,100 | 26,800 | - |

## Table 6b

Administrative Faculty Salaries by Title and Institutional Control: Public. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 73 | 33,900 | 37,900 | 41,700 | 47,800 | 53,400 |
| Assistant Dean | 87 | 30,900 | 35,300 | 39,100 | 42,800 | 47,000 |
| Chair | 47 | 27,900 | 29,700 | 36,600 | 41,600 | 47,500 |
| Director | 83 | 29,000 | 33,000 | 37,800 | 42,900 | 48,500 |
| Head | 15 | 26,100 | 30,700 | 33,200 | 42,700 | 48,400 |
| Coordinator | 34 | 24,100 | 26,700 | 32,200 | 35,200 | 40,200 |
| Assistant to | 4 | - | - | 32,200 | - | - |
| Other Title | 2 | - | - | - | - | - |

## Table 7b

Administrative Faculty Salaries by Title and Institutional Control: Private (Secular). Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 19 | 40,200 | 42,500 | 47,800 | 53,300 | 71,000 |
| Assistant Dean | 10 | - | 28,900 | 33,800 | 37,500 | - |
| Chair | 32 | 31,900 | 34,300 | 38,100 | 45,400 | 48,300 |
| Director | 20 | 29,500 | 32,700 | 36,900 | 40,300 | 48,200 |
| Coordinator | 5 | - | 21,900 | 32,500 | 37,900 | - |
| Assistant to | 1 | - | - | - | - | - |
| Other Title | 4 | - | - | 31,400 | - | - |

## Table 8b

Administrative Faculty Salaries by Title and Institutional Control: Private (Religious). Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 10 | - | 39,000 | 39,700 | 42,400 | - |
| Assistant Dean | 19 | 26,900 | 29,100 | 33,200 | 35,500 | 37,200 |
| Chair | 3 | - | - | 26,900 | - | - |
| Director | 19 | 22,100 | 25,900 | 28,700 | 34,500 | 39,100 |
| Coordinator | 10 | - | 20,000 | 24,000 | 31,900 | - |
| Assistant to | 4 | - | - | 25,700 | - | - |
| Other Title | 5 | - | 24,800 | 31,800 | 32,700 | - |

## Table 9a

Administrative Faculty Salaries by Title and Size of Nursing Faculty: Less than 20. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 7 | - | 31,500 | 32,300 | 39,600 | - |
| Assistant Dean | 15 | 20,200 | 23,300 | 30,000 | 31,500 | 33,000 |
| Chair | 6 | - | 23,100 | 24,900 | 28,900 | - |
| Director | 21 | 18,300 | 22,100 | 27,000 | 30,500 | 36,500 |
| Head | 2 | - | - | - | - | - |
| Coordinator | 13 | 15,400 | 18,100 | 24,000 | 27,000 | 28,900 |
| Assistant to | 3 | - | - | 21,200 | - | - |
| Other Title | 1 | - | - | - | - | - |

## Table 10a

Administrative Faculty Salaries by Title and Size of Nursing Faculty: 21 - 40. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 34 | 26,600 | 30,400 | 32,100 | 36,600 | 42,600 |
| Assistant Dean | 34 | 23,600 | 24,900 | 27,900 | 31,800 | 37,000 |
| Chair | 9 | - | 25,700 | 26,700 | 29,700 | - |
| Director | 33 | 20,700 | 24,000 | 28,600 | 32,800 | 36,600 |
| Head | 8 | - | 21,800 | 26,200 | 30,900 | - |
| Coordinator | 19 | 15,700 | 19,600 | 26,400 | 28,500 | 33,400 |
| Assistant to | 4 | - | - | 22,100 | - | - |
| Other Title | 3 | - | - | 26,600 | - | - |

## Table 11a

Administrative Faculty Salaries by Title and Size of Nursing Faculty: More than 40. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 61 | 30,700 | 33,700 | 36,000 | 41,400 | 45,900 |
| Assistant Dean | 67 | 26,100 | 29,500 | 32,300 | 35,200 | 38,600 |
| Chair | 67 | 23,200 | 27,300 | 31,300 | 36,800 | 39,700 |
| Director | 68 | 24,400 | 27,100 | 31,800 | 35,100 | 40,600 |
| Head | 5 | - | 34,500 | 35,300 | 39,700 | - |
| Coordinator | 17 | 18,900 | 20,600 | 23,900 | 30,100 | 34,400 |
| Assistant to | 2 | - | - | - | - | - |
| Other Title | 7 | - | 23,300 | 26,100 | 28,800 | - |

Table 9b

Administrative Faculty Salaries by Title and Size of Nursing Faculty: Less than 20. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 7 | - | 38,500 | 39,500 | 48,400 | - |
| Assistant Dean | 15 | 24,700 | 28,500 | 36,700 | 38,500 | 40,400 |
| Chair | 6 | - | 28,300 | 30,500 | 35,400 | - |
| Director | 21 | 22,300 | 27,100 | 33,000 | 37,300 | 44,600 |
| Head | 2 | - | - | - | - | - |
| Coordinator | 13 | 18,800 | 22,100 | 29,300 | 33,000 | 35,400 |
| Assistant to | 3 | - | - | 25,900 | - | - |
| Other Title | 1 | - | - | - | - | - |

Table 10b

Administrative Faculty Salaries by Title and Size of Nursing Faculty: 21 - 40. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 34 | 32,500 | 37,200 | 39,300 | 44,700 | 52,100 |
| Assistant Dean | 34 | 28,900 | 30,400 | 34,100 | 38,900 | 45,200 |
| Chair | 9 | - | 31,400 | 32,600 | 36,300 | - |
| Director | 33 | 25,300 | 29,400 | 35,000 | 40,100 | 44,800 |
| Head | 8 | - | 26,700 | 32,000 | 37,800 | - |
| Coordinator | 19 | 19,200 | 24,000 | 32,200 | 34,800 | 40,900 |
| Assistant to | 4 | - | - | 27,100 | - | - |
| Other Title | 3 | - | - | 32,500 | - | - |

Table 11b

Administrative Faculty Salaries by Title and Size of Nursing Faculty: More than 40. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 61 | 37,500 | 41,200 | 44,000 | 50,600 | 56,100 |
| Assistant Dean | 67 | 32,000 | 36,000 | 39,500 | 43,000 | 47,100 |
| Chair | 67 | 28,300 | 33,400 | 38,300 | 45,000 | 48,500 |
| Director | 68 | 29,800 | 33,100 | 38,800 | 42,900 | 49,600 |
| Head | 5 | - | 42,200 | 43,100 | 48,500 | - |
| Coordinator | 17 | 23,100 | 25,100 | 29,200 | 36,700 | 42,000 |
| Assistant to | 2 | - | - | - | - | - |
| Other Title | 7 | - | 28,500 | 31,800 | 35,200 | - |

Table 12a

Administrative Faculty Salaries by Title

Continuing Education Faculty. Academic Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 4 | - | - | 29,500 | - | - |
| Assistant Dean | 4 | - | - | 30,000 | - | - |
| Chair | 1 | - | - | - | - | - |
| Director | 25 | 20,400 | 23,900 | 28,500 | 31,500 | 34,100 |
| Coordinator | 5 | - | 20,200 | 27,200 | 28,900 | - |
| Other Title | 1 | - | - | - | - | - |

Table 12b

Administrative Faculty Salaries by Title

Continuing Education Faculty. Calendar Year

| | N | 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Associate Dean | 4 | - | - | 36,100 | - | - |
| Assistant Dean | 4 | - | - | 36,700 | - | - |
| Chair | 1 | - | - | - | - | - |
| Director | 25 | 24,900 | 29,200 | 34,800 | 38,500 | 41,700 |
| Coordinator | 5 | - | 24,600 | 33,300 | 35,300 | - |
| Other Title | 1 | - | - | - | - | - |

## Table 13a
## Associate Deans: All Schools—All Regions—Academic Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 68 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 33,100 NUMBER 41<br>50th 36,900<br>75th 42,400 MEAN 38,073 | 25th 31,800 NUMBER 38<br>50th 34,200<br>75th 39,000 MEAN 35,638 | 25th NUMBER 1<br>50th<br>75th MEAN |
| | FACULTY WITHOUT DOCTORATE | 25th NUMBER 3<br>50th<br>75th MEAN 33,326 | 25th 31,700 NUMBER 10<br>50th 34,900<br>75th 41,000 MEAN 36,507 | 25th 26,300 NUMBER 9<br>50th 28,300<br>75th 32,000 MEAN 29,390 |

## Table 14a
## Assistant Deans: All Schools—All Regions—Academic Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 72 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 31,500 NUMBER 21<br>50th 36,200<br>75th 38,400 MEAN 36,225 | 25th 30,000 NUMBER 40<br>50th 31,900<br>75th 34,300 MEAN 31,927 | 25th 24,500 NUMBER 12<br>50th 25,800<br>75th 30,800 MEAN 27,330 |
| | FACULTY WITHOUT DOCTORATE | 25th 27,500 NUMBER 5<br>50th 28,900<br>75th 31,500 MEAN 29,372 | 25th 26,200 NUMBER 15<br>50th 30,900<br>75th 33,400 MEAN 30,299 | 25th 23,500 NUMBER 19<br>50th 26,300<br>75th 30,700 MEAN 26,919 |

## Table 15a
## Chairmen: All Schools—All Regions—Academic Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 24 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 34,000 NUMBER 15<br>50th 38,000<br>75th 40,200 MEAN 36,917 | 25th 29,800 NUMBER 25<br>50th 32,100<br>75th 35,700 MEAN 32,474 | 25th 28,000 NUMBER 11<br>50th 30,000<br>75th 33,200 MEAN 30,132 |
| | FACULTY WITHOUT DOCTORATE | 25th NUMBER 1<br>50th<br>75th MEAN | 25th 23,800 NUMBER 15<br>50th 26,200<br>75th 31,400 MEAN 27,314 | 25th 22,200 NUMBER 15<br>50th 23,700<br>75th 25,200 MEAN 24,087 |

## Table 16a
## Directors: All Schools—All Regions—Academic Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 57 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 31,900 NUMBER 19<br>50th 38,600<br>75th 42,600 MEAN 37,640 | 25th 29,000 NUMBER 31<br>50th 30,900<br>75th 34,400 MEAN 31,577 | 25th 24,400 NUMBER 10<br>50th 27,500<br>75th 29,300 MEAN 28,194 |
| | FACULTY WITHOUT DOCTORATE | 25th 28,600 NUMBER 5<br>50th 30,900<br>75th 35,500 MEAN 31,817 | 25th 26,000 NUMBER 22<br>50th 28,800<br>75th 33,900 MEAN 29,230 | 25th 23,200 NUMBER 32<br>50th 24,400<br>75th 29,300 MEAN 26,065 |

## Table 13b
## Associate Deans: All Schools—All Regions—Calendar Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 68 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 40,500 NUMBER 41<br>50th 45,100<br>75th 51,800 MEAN 46,533 | 25th 38,900 NUMBER 38<br>50th 41,900<br>75th 47,600 MEAN 43,558 | 25th NUMBER 1<br>50th<br>75th MEAN |
| | FACULTY WITHOUT DOCTORATE | 25th NUMBER 3<br>50th<br>75th MEAN 40,732 | 25th 38,800 NUMBER 10<br>50th 42,700<br>75th 50,200 MEAN 44,619 | 25th 32,200 NUMBER 9<br>50th 34,600<br>75th 39,100 MEAN 35,921 |

## Table 14b
## Assistant Deans: All Schools—All Regions—Calendar Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 72 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 38,500 NUMBER 21<br>50th 44,200<br>75th 46,900 MEAN 44,275 | 25th 36,600 NUMBER 40<br>50th 39,000<br>75th 42,000 MEAN 39,022 | 25th 29,900 NUMBER 12<br>50th 31,500<br>75th 37,600 MEAN 33,404 |
| | FACULTY WITHOUT DOCTORATE | 25th 33,600 NUMBER 5<br>50th 35,300<br>75th 38,500 MEAN 35,899 | 25th 32,000 NUMBER 15<br>50th 37,800<br>75th 40,800 MEAN 37,032 | 25th 28,700 NUMBER 19<br>50th 32,200<br>75th 37,500 MEAN 32,901 |

## Table 15b
## Chairmen: All Schools—All Regions—Calendar Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 24 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 41,600 NUMBER 15<br>50th 46,400<br>75th 49,200 MEAN 45,121 | 25th 36,500 NUMBER 25<br>50th 39,200<br>75th 43,600 MEAN 39,691 | 25th 34,200 NUMBER 11<br>50th 36,700<br>75th 40,500 MEAN 36,827 |
| | FACULTY WITHOUT DOCTORATE | 25th NUMBER 1<br>50th<br>75th MEAN | 25th 29,100 NUMBER 15<br>50th 32,000<br>75th 38,400 MEAN 33,384 | 25th 27,100 NUMBER 15<br>50th 29,000<br>75th 30,800 MEAN 29,439 |

## Table 16b
## Directors: All Schools—All Regions—Calendar Year Salaries

| | DEGREE LEVEL | PROFESSOR | ASSOCIATE PROFESSOR | ASSISTANT PROFESSOR |
|---|---|---|---|---|
| 57 PUBLIC AND PRIVATE SCHOOLS | FACULTY WITH DOCTORATE | 25th 39,000 NUMBER 19<br>50th 47,100<br>75th 52,000 MEAN 46,004 | 25th 35,500 NUMBER 31<br>50th 37,800<br>75th 42,000 MEAN 38,595 | 25th 29,900 NUMBER 10<br>50th 33,700<br>75th 35,800 MEAN 34,459 |
| | FACULTY WITHOUT DOCTORATE | 25th 35,000 NUMBER 5<br>50th 37,800<br>75th 43,300 MEAN 38,888 | 25th 31,800 NUMBER 22<br>50th 35,200<br>75th 41,400 MEAN 35,726 | 25th 28,400 NUMBER 32<br>50th 29,800<br>75th 35,800 MEAN 31,857 |

## KEY TO MATRIX SALARY TABLES*

25th percentile is $40,500

50th percentile is $45,100

75th percentile is $51,800

| | | |
|---|---|---|
| 25th | $40,500 | Number 41 |
| 50th | $45,100 | |
| 75th | $51,800 | Mean 46,533 |

41 Associate Deans in this group

Mean (average) salary is $46,533

Note on Computation of Percentile Statistics: The 25th, 50th or 75th percentile is that salary below which 25%, 50% or 75% of the salaries fall. By this definition, the 50th percentile is the median or middle salary. Percentile statistics have been rounded to the nearest hundred.

*The example is from Table 13b (all schools), calendar year salary for an Associate Dean and Professor with doctorate. See page 16.

# American Association of Colleges of Nursing

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## 1983-84 AACN ADMINISTRATIVE SALARY SURVEY

Completion of the Administrative Salary Survey is optional. If it is completed, it should include all full-time nursing faculty with major administrative responsibility. Do not include administrators who hold no academic rank. Whether it is completed or not, nursing faculty with administrative responsibility should be included on the Faculty Salary Survey forms.

| List below the administrative titles (not the names) of faculty who carry major administrative responsibility. | DEGREE LEVEL (Circle only one number) | | FACULTY RANK (Circle only one number) | | | | | SALARY BASIS (Circle only one number) | | SALARY | Line Number |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Doctoral | Non-doctoral | Professor | Associate Professor | Assistant Professor | Instructor | Other | Academic Year | Calendar Year | | |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 01 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 02 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 03 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 04 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 05 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 06 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 07 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 08 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 09 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 10 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 11 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 12 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 13 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 14 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 15 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 16 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 17 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 18 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 19 |
| | 1 | 2 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | , | 20 |

Notes or questions: Please refer to line number.

North
Atlantic
States
Midwestern States
Western States
Southern States

# Report on Salaries of Administrative Faculty in Nursing, Excluding Deans

## Schools Participating by Region and Sponsorship

## NORTH ATLANTIC STATES

### Public

Rutgers, The State University
Newark, New Jersey
SUNY/Buffalo
Buffalo, New York
Temple University
Philadelphia, Pennsylvania
University of Connecticut
Storrs, Connecticut
University of Massachusetts
Amherst, Massachusetts
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont

### Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
Boston University
Boston, Massachusetts
College of Mount St. Vincent
Riverdale, New York
Columbia University
New York, New York
Howard University
Washington, D.C.
Long Island University-Brooklyn
Brooklyn, New York
Pace University
Pleasantville, New York
Russell Sage College
Troy, New York
Syracuse University
Syracuse, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of Rochester
Rochester, New York
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut

### Private (Religious)

College of Our Lady of the Elms
Chicopee, Massachusetts
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
The Catholic University of America
Washington, D. C.
Villanova University
Villanova, Pennsylvania

# MIDWESTERN STATES

## Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Ferris State College
Big Rapids, Michigan
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Medical College of Ohio
Toledo, Ohio
Michigan State University
East Lansing, Michigan
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Ohio State University
Columbus, Ohio
Purdue University
West Lafayette, Indiana
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Ctr.
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Missouri
St. Louis, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas

## Private (Secular)

Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois
Northwestern University Medical Sch.
Chicago, Illinois
Rush University
Chicago, Illinois
West Suburban College of Nursing
Oak Park, Illinois

## Private (Religious)

Ashland College
Ashland, Ohio
Avila College
Kansas City, Missouri
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
Goshen College
Goshen, Indiana
Grand View College
Des Moines, Iowa
Lewis University
Romeoville, Illinois
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Nazareth College
Nazareth, Michigan
St. Louis University
St. Louis, Missouri
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio

# SOUTHERN STATES

## Public

Auburn University at Montgomery
Montgomery, Alabama
Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
East Carolina University
Greenville, North Carolina
Florida International University
North Miami, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia State University
Atlanta, Georgia
Louisiana State University
New Orleans, Louisiana
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
North Carolina Central University
Durham, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern State University
Shreveport, Louisiana
Southeastern Louisiana University
Hammond, Louisiana
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
University of Alabama
Birmingham, Alabama
University of Alabama-Tuscaloosa
University, Alabama
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
San Juan, Puerto Rico
University of South Alabama
Mobile, Alabama
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Southwestern Louisiana
Lafayette, Louisiana
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia

## Private (Secular)

Duke University
Durham, North Carolina
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

## Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
Emory University
Atlanta, Georgia
Harding University
Searcy, Arkansas
Oral Roberts University
Tulsa, Oklahoma
Texas Christian University
Fort Worth, Texas
Tuskegee Institute
Tuskegee, Alabama

# WESTERN STATES

## Public

California State University
Los Angeles, California
Intercollegiate Ctr. for Nursing Ed.
Spokane, Washington
Montana State University
Bozeman, Montana
Oregon Health Sciences University
Portland, Oregon
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of Hawaii at Manoa
Honolulu, Hawaii
University of New Mexico
Albuquerque, New Mexico
University of Northern Colorado
Greeley, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

## Private (Secular)

University of Southern California
Los Angeles, California

## Private (Religious)

Loma Linda University
Loma Linda, California
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California